

**LOWELL PUBLIC SCHOOLS**  
Henry J. Mroz Central Administration Offices  
155 Merrimack Street  
Lowell, MA 01852

Joel D. Boyd, Ed.D.  
Superintendent

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To: Dr. Joel Boyd, Superintendent of Schools  
From: Dr. James Hall, Chief Operating Officer  
Date: January 27, 2022  
Re: Request for Approval of Unaffiliated Pay Raises

I recommend that the below pay raises be implemented for unaffiliated personnel under the same conditions that UTL members received. Accordingly, I request that the following pay raises be approved with payments retroactive to July 1, 2020:

First day July 1, 2020 – June 30, 2021 2.0%  
Midpoint July 1, 2020 – June 30, 2021 0.0%  
Last day July 1, 2020 – June 30, 2021 0.0%

First day July 1, 2021 – June 30, 2022 2.25%  
Midpoint July 1, 2021 – June 30, 2022 0.25%  
Last day July 1, 2021 – June 30, 2022 0.0%

First day July 1, 2022 – June 30, 2023 2.5%  
Midpoint July 1, 2022 – June 30, 2023 0.0%  
Last day July 1, 2022 – June 30, 2023 0.0%

Effective June 30, 2021, increase the established base salaries for all employees who make less than \$50,000 at that time by \$500.00.

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
LOWELL SCHOOL COMMITTEE  
AND THE  
UNITED TEACHERS OF LOWELL  
JULY 1, 2020- JUNE 30, 2023  
COLLECTIVE BARGAINING AGREEMENT  
FOR  
PARAPROFESSIONALS' BARGAINING UNIT**

**Length of Contract**     3 Years

**Salary Increase:**

First day	July 1, 2020 – June 30, 2021	2.0%
Midpoint	July 1, 2020 – June 30, 2021	0.0%
Last day	July 1, 2020 – June 30, 2021	0.0%
First day	July 1, 2021 – June 30, 2022	2.25%
Midpoint	July 1, 2021 – June 30, 2022	0.25%
Last day	July 1, 2021 – June 30, 2022	0.0%
First day	July 1, 2022 – June 30, 2023	2.5%
Midpoint	July 1, 2022 – June 30, 2023	0.0%
Last day	July 1, 2022 – June 30, 2023	0.0%

Effective June 30, 2021, increase in voluntary rate of pay to \$20/hour.

Effective June 30, 2021, increase the established base salaries for all employees who make less than \$50,000 at that time by \$500.00.

**Study Groups:**

The parties share the goal of diversifying our educator workforce. To that end, the parties agree to create a negotiation subcommittee on educator diversity that shall meet regularly. The goal of the negotiation subcommittee shall be to identify ways to help the Lowell Public Schools and the UTL diversify their workforce. The committee shall make recommendations to the bargaining teams by May 1, 2022, which the parties will consider and negotiate as part of a successor agreement.

**Article XVI School Year- Work and Payment Schedule:**

On last day of Year 2, add new temporary paragraph which will be in effect for July 1, 2022- June 30, 2023, and which will sunset on June 30, 2023, unless negotiated into a successor agreement: Contingent on ESSER funding, for SY23, the regular work year of school-based personnel (Teacher and Paraprofessional units), will increase two Professional Development days at the beginning of the school year starting on July 1, 2022. These additional days shall be the same as the regular school day and paid at the daily rate of pay. In deliberating on next year's school calendar, the SC will weigh converting ½ days for PD to full student learning days. If such a calendar is approved, the UTL agrees not to object to such.

**Evaluations:**

The parties agree to negotiate an evaluation instrument for the Paraprofessional Unit. The parties will implement such evaluations for the 22/23 school year.

Signed in the City of Lowell on this \_\_\_\_ day of October 2021.

LOWELL SCHOOL COMMITTEE

UNITED TEACHERS OF LOWELL

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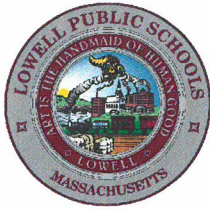
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LOWELL PUBLIC SCHOOLS



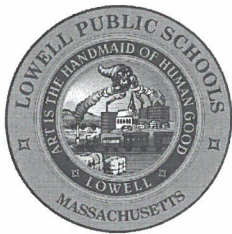
Office of Superintendent  
155 Merrimack Street  
Lowell, Massachusetts 01852

Phone: (978) 674-4324  
Fax: (978) 937-7609  
E-mail: bturner@lowell.k12.ma.us

To: James Hall, Chief Operating Officer  
From: Billie Jo Turner, Assistant Superintendent  
RE: Cost proposal- Non Affiliated Raises  
Date: 1-28-22

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The cost of the non-affiliated raises retroactive per the collective bargaining agreements will cost \$291,884. This cost was built into the budget.



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To: Dr. Joel Boyd, Superintendent of Schools  
From: Dr. James Hall, Chief Operating Officer  
Date: January 28, 2022  
Re: Retired Teachers' Hourly Rates and Substitute Teaching Rates

Following up from the COVID-19 staffing report at the last School Committee meeting, I request that the School Committee address these additional compensation requests in order to support recruiting, staffing, and making up for lost learning with ESSER funds:

1. Increase substitute teacher pay from \$95/110/120/day to \$190/220/240/day starting on February 7, 2022 for the remainder of the 2021/2022 school year;
2. Increase retired teachers' hourly pay from \$30/hour to \$40/hour effective and retroactive to the start of the 2021/2022 school year; this will bring the hourly rate of pay for retired teachers and tutors to the "hourly rate" in the UTL contract, and also bring up hourly wages for part-time teachers and tutors at the Frederick A. Abisi Adult Education Center.

The above proposed substitute teacher rates would bring Lowell Public Schools to the very top in the area. For the remainder of the school year, we hope this raise will make substituting in Lowell much more attractive than in neighboring communities and provide a large edge in the labor market. Recently, we have had about a 30% to 40% fill rate for substitute teachers. Filling more of these positions on a regular basis will allow existing staff to focus more on their core duties and work to relieve staffing stress on the schools. Additionally, if tutor pay is increased, without raising substitute pay, such would have an adverse impact on the substitute pool given the pay disparity.

Increasing the rate to \$40/hour for retired teachers and tutors working in Lowell Public Schools would also be a benefit to student learning. While the UTL does not currently represent tutors and the \$40/hour teacher rate was negotiated as part of a comprehensive agreement, almost all of our tutors are retired teachers and this increase would be fair and increase our standing in a competitive labor market. The work of these retired teachers is vital to instruction and interventions in our schools. This increase would also greatly benefit the Frederick A. Abisi Adult Education Center in its mission.

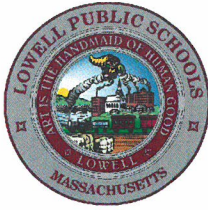
I have attached a cost analysis from Ms. Turner related to these proposed increases. There is money available in the budgets for these increases, particularly since a large portion of the monies set aside for substitutes has not been used, due to the lack of availability of substitutes, and also due to the availability of ESSER funds.



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To: James Hall, Chief Operating Officer  
From: Billie Jo Turner, Assistant Superintendent  
RE: Cost proposal- Substitute Rate Increase  
Date: 1-28-22

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Our current budget for day to day substitutes is \$1,200,000. Since the current rate of substitute usage fluctuates and deviates from the norm, we will use the average monthly cost of \$120,000 times five remaining months. If this figure is double to \$240,000 per month, the remainder of the year would cost \$600,000 more than originally budgeted. Since we have significant savings in the budget, this cost could be covered without concern.

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To: James Hall, Chief Operating Officer  
From: Billie Jo Turner, Assistant Superintendent  
RE: Cost proposal- Tutor Rate Increase  
Date: 1-28-22

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Our current tutor budget is for 187 tutors and equals \$2,850,472. This is an average of \$15k per tutor. Increasing the rate from \$30/hr. to \$40/hr. is a 33.3% increase. Increasing the total tutor budget by this increase would cost approximately \$1 million if fully staffed.